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# Company profile - Indigenous Business Directory

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## Acosys Consulting Services Inc

### Company name(s)

#### Legal/Operating Name

Acosys Consulting Services Inc

### Logo



# acosys

CONSULTING

## Company contact information



<https://acosysconsulting.com/>



[dacco@acosysconsulting.com](mailto:dacco@acosysconsulting.com)



[5147449433](tel:5147449433)



[5147446768](tel:5147446768)

**Mailing address**

1194 Rue Stanley  
Montreal  
Quebec  
H3B2S7

**Location address**

1194 Rue Stanley  
Montreal  
Quebec  
H3B2S7

Acosys Consulting Services Inc. (Acosys) is a 100% Indigenous-owned consulting firm with expertise in Indigenous engagement, strategic communications, business consulting, information technology solutions, staff augmentation, and human resources/talent management strategies. In business since 2006, Acosys has been steadily growing its operations and now serves clients in both the public and private sectors, from coast-to-coast. Building on integrity and delivery of high-value work products, Acosys also provides broader business consulting, public relations, and Indigenous engagement services to its private and public sector clients across Canada.

Acosys is led by its owner and President, David Carriere-Acco, who is a member of the Peter Ballantyne Cree Nation in Saskatchewan. Assisting clients from recruitment to retention, to policy advice, Acosys also

assists both their business units and recruiters in engaging resources and readying the candidates themselves for the client's business and operations. This attention to detail stems from Acosys's formal training as a Certified Human Resources Professional, the experience of what works and what doesn't, and the knowledge that each client has their own "on the ground" reality. Specifically, with regard to this project, Acosys' services include:

**Talent Management:** Attracting talent requires unique strategies, and even once recruited, your resources have unique needs in the workplace. Whether you're an Indigenous or non-Indigenous organization, we can help you manage your talent more effectively. We have assisted a number of customers in developing a full-cycle HR recruitment and integration strategy targeting both Indigenous and non-Indigenous professionals.

**Recruitment and Screening:** Our talent management team has been training in a rigorous methodology that ensures our talent responds fully and directly to your requirements, within your timelines.

**Training:** From developing, organizing, delivering, and evaluating, to cross-industry benchmarking. Acosys has created and delivered live workshops and online courses in Human Resources Management, Critical Thinking for Decision Makers, and others.

**Policy Development:** Make sure your policies and workforce comply with the latest provincial and federal legislation. We can help you with Harassment Policy, Contractor Policy, Employee Guidelines/Integration, and more.

**Employee Relations:** Morale affects productivity. We offer a suite of services, including exit and satisfaction interviews, employee and management coaching, and issue resolution.

**▼ Full Profile****Company contact information****Julie Lepage****Title:**

Vice President

**Telephone:**

5147449433

**Email address**

jlepage@acosysconsulting.com

**David Carriere-Acco****Title:**

President

**Telephone:**

5147449433

**Email address**

dacco@acosysconsulting.com

**Gul Ali****Title:**

Senior Associate, Government Services

**Area of Responsibility:**

Government Relations

**Telephone:**

5147449433

**Email address**

nali@acosysconsulting.com

## **Zafeer Bhatti**

**Title:**

Contracts Administrator

**Telephone:**

5147449433

**Email address**

zbhatti@acosysconsulting.com

## **Company Description**

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**Country of Ownership:**

Canada

**Year Established:**

2006

**Exporting:**

No

**Primary Industry (NAICS):**

**Goods and Services**

- R019U - Professional Services / Program Research Analysis
- T001HA - Stakeholder and Citizen Consultation and Engagement Services - In Person
- T002AK - Research and Writing
- D302AAP - Informatics Professional and Consulting Services, Software Development and Implementation
- D302AAI - Informatics, Professional and Consulting Services - Network Planning, Design, Implementation, Management, Etc.

- D302AAR - Informatics Professional and Consulting Services, Systems Management, Project Management, EDP Management Consulting
- T004P - Meeting Facilitator Services
- U099AA - Educational Services - Business Training
- U099U - Career Path Planning Training Courses
- U008F - Training Analysis and Design Courses
- R199H - Consulting Services, Change Management / Organizational Development (CM/OD)
- R019E - Business Services
- B303A - Systems and Statistical Analysis
- AE913500 - Economics (R&D)
- U008N - Training and Curriculum Development
- B506D - Economic Studies / Modelling and Analysis
- B329A - Business Services / Modelling and Analysis
- R019F - Consulting Services
- R019M - Harassment (Investigative Services)
- R019BF - Human Resource Services, Business Consulting/Change Management; Project Management Services
- R199B - Miscellaneous Business Services
- T004A - Public Relations Services Non-Related to Advertising
- T004AB - Public Relations Planning and Development
- T000L - Communication Project Management Services
- T000B - Strategic Communication Services
- T000C - Communication Planning and Development
- T000D - Communication Evaluation and Assessment
- T000E - Communication Program/Project Implementation
- T000F - Communication Research and Analysis

- T000H - Communication Writing and Editing Services
- T000I - Communication Projects
- T001H - Stakeholder and Citizen Consultation and Engagement Services
- T001HB - Stakeholder and Citizen Consultation and Engagement Services - Online
- T002B - Internal Communications Programs
- D302AAH - Informatics Professional and Consulting Services - Maintenance Operations, Support
- D302AAJ - Informatics Professional and Consulting Services, Requirements, Analysis, Feasibility Studies
- D302A - Informatics Professional Services
- U099A - Business Training
- U099AB - Cross-Cultural Training
- U099SA - Health and Safety Consultation and Training
- T002GF - Internet Based Communications Research
- R199I - Human Resources Support Services (HRSS): Organization and Classification, Staffing and Compensation
- R121C - Employment / Training Program Evaluation
- H200B - Product Testing
- U099C - Educational Services, N.E.S.
- U008C - Training Design
- R201DD - Services of Individuals - Environment
- R123AB - Organization Planning/Analysis
- B301A - Data Analysis - Performance of a Survey
- R019M1 - Investigative Services, Public Servant Disclosure Protection Act (PSDPA)

**Primary Business Activity:**  
Services

**Number of Employees:**

4

**Product / Service / Licensing****Service Name:**

Business Consulting

Acosys Consulting Services Inc. (Acosys) is a 100% Indigenous-owned consulting firm with expertise in Indigenous engagement, strategic communications, business consulting, information technology solutions, staff augmentation, and human resources/talent management strategies. In business since 2006 and building on integrity and delivery of high-value work products, Acosys has been steadily growing its operations and now serves clients in both the public and private sectors, from coast-to-coast.

Acosys is currently working with Indigenous communities and corporate/government stakeholders on priorities ranging from economic development, environmental and species conservation, flood mapping, infrastructure projects, and government procurement. Furthermore, Acosys has been an official certifier for the Canadian Council for Aboriginal Business's Progressive Aboriginal Relations designation, a program that evaluates and confirms corporate performance in Aboriginal relations across four dimensions of activity. A central pillar of Acosys' corporate strategy is to strongly support Indigenous capacity building and skills development through the Acosys Indigenous Internship Program. This program, funded by Acosys' commercial business,

has enabled over 50 Indigenous youth to gain the skills and experience required to secure long-term employment in well-paying, knowledge-based jobs.

**Service Name:****Facilitation & Engagement**

Acosys has tremendous experience in Indigenous Engagement and Facilitation. Notable projects include NRCan Flood mapping - Manitoba, engagement, and facilitation to support the design and development of the New Vic Pavilion for McGill University, Montreal, as well as facilitation for numerous corporate and Crown clients.

**Service Name:****Research and Analysis**

Acosys has proven experience in integrating Indigenous Traditional Knowledge with in-situ data analysis and geospatial analytics. This furthers the need that the government and industry alike have recognized for the integration of Indigenous perspectives in policy development, habitat maintenance, and management.

**Service Name:****Training & Internship Development**

In addition to its strong business performance, Acosys has always maintained a strong commitment to the principles of social entrepreneurship; a passion shared by its founders David Carrière-Acco and Julie Lepage. As a proud Indigenous business, Acosys has actively sought to provide meaningful educational and

professional opportunities for Indigenous youth and demonstrate diversity and inclusion within its own hiring practices.

A foundational corporate principle upon which Acosys has been built is the Acosys Indigenous Internship Program (AIIP). The AIIP is a 52-week paid development program targeted at providing Indigenous youth with meaningful work experience and mentorship that translates into long-term employment opportunities in knowledge-based industries (e.g., human resource management, business consulting, information technology). Often, our interns are taking education courses in parallel with garnering work experience and mentoring.

To date, Acosys has invested in over 50 Indigenous youth through the AIIP. Our experience and success with the AIIP have attracted the attention of our clients and, in fact, have been the basis of many of the Indigenous internship, recruiting, and cultural competency training engagements we have delivered to our clients. Proudly, this foundation of social entrepreneurship has not only created business opportunities but also important synergies with our clients through which Acosys Indigenous interns are able to transition from our program to our client's programs, thereby providing high-value paths to sustainable employment.

**Service Name:**

Research and Technical Writing

Acosys has multiple Technical Writing, report writing, and research papers under its belt. The list includes reconciliation action plans and PAR advisory services.

## Market profile

### Alliances:

- Financial
- Technology

### Geographic markets:

### Export experience:

- CANADA

### Actively pursuing:

- CANADA

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## ▼ Contacts

### Julie Lepage

**Title:**

Vice President

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**Email address**

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### David Carriere-Acco

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Did you find what you were looking for?

Yes

No

What was wrong?

- ☐ I can't **find** the information
- ☐ The information is hard to **understand**
- ☐ There was an error or something **didn't work**
- ☐ Other reason